Faculty In-Service

Change

August 6, 2014
Understanding Change

Quote:

“Change is Hard Because People Overestimate What They Have - and Underestimate What They Might Gain.”

Flight of the Buffalo: Soaring to Excellence, Learning to Let Employees Lead (1994). Authors: James Belasco and Ralph Stayer
A Need for Change

Great Faculty/Staff (But Something Isn’t Working)

- 8 of 10 Students Can’t Take an Evening Class.
- Graduation Rates Below State Avg.
- Job Placement Rates Below State Avg.
- 50%-90% Attrition in Some Programs.
- Massive 10-Yr. Enrollment Drop.
10-Yr. Enrollment Drop (2004-14)
(Headcount vs. FTEs)
Upcoming Changes: The Next Phase

A View From 30,000 Feet


Oct. Accreditation Visit w/Core Themes.

Student Performance Indicators.

Addressing Program Health.

Sharing the Power.
Department Chairs (Overview)

- Job Description (TBD). Teach 3-5 Yrs., No Associate’s (Tech Only) – Master’s (some Programs), Industry Exp., Tenured.

- Start (TBD). Post-Accreditation Visit. Maybe Spr. 2015?

- Stipend ($4K-$10K) and Release Time (25%-50%).

- Two-Pilot Dept. Chair Model Based on FTEs.

- Chair has both Dept. & Big Picture Focus.

Faculty-Led Taskforce: Maureen Sparks (Chair).
Slide removed. Department Chair Task Force is revising this configuration.
# Greater CPTC Immersion

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<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Department Chair’s Academy</th>
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<tbody>
<tr>
<td>Lonnie L. Howard</td>
<td>President’s Office</td>
<td>Leadership Training</td>
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<tr>
<td>Joyce Loveday/Deans</td>
<td>Instructional (Management)</td>
<td>Duties/Responsibilities</td>
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<tr>
<td>Tawny Dotson</td>
<td>Special Ass’t to the President, Strategic Initiatives</td>
<td>College Projects and Goals</td>
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<tr>
<td>Cal Erwin</td>
<td>Director, Student Pgms. &amp; Stu. Ctr.</td>
<td>Student Programs</td>
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<tr>
<td>Teresa Greene</td>
<td>Director Inst. Research</td>
<td>Data Usage</td>
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<tr>
<td>Wendy Joseph</td>
<td>Director Fin. Aid</td>
<td>Student Financial Aid</td>
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<tr>
<td>Cindy Mowry</td>
<td>Director Enrollment Services</td>
<td>FERPA and Grading</td>
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<tr>
<td>Michael Taylor</td>
<td>IT Director</td>
<td>Campus IT</td>
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<td>Lisa Wolcott</td>
<td>Budget Director</td>
<td>Budgeting</td>
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<td>Patrick Dean Kelly</td>
<td>Director Advising/Counseling</td>
<td>Coordinate Curriculum Changes</td>
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<tr>
<td>Lisa Beach</td>
<td>Budget &amp; Compliance Officer</td>
<td>Safety/Ethics/Campus Training</td>
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<tr>
<td>Vacant/Anderson</td>
<td>Plant Services Director</td>
<td>College Facilities</td>
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<tr>
<td>Shelby Fritz</td>
<td>Director Human Resources</td>
<td>HR Training</td>
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<tr>
<td>Ron Wright</td>
<td>Coordinator of Services for New Students</td>
<td>Graduation and Student Conduct</td>
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### Celebrating Our ‘Definable’ College Goals:
1. Increase Student Success/Educational Access.
2. Become More Responsive to the Local Community and Business & Industry.

### Celebrating the Success of Our Students:
- Graduation - June 16, 2015, at Tacoma Dome.
- 2014 Record Faculty at Graduation.
- 2014 1st Honorary Degree (Ms. Medley).
- 2014 Removed Graduation Fee.

### Celebrating the Success of Each Other:
- Distinguished Faculty Awards.
- Unsung Hero Awards.
- Monthly Keeping Connected Meetings.

### Celebrating Shared Governance:
- 5 VPs down to 3 VPs.
- Cabinet, College Assembly, and ASG.
- Learning to Let Employees Lead.
Questions and Answers
Thanks to Each of You for Helping to Make CPTC Great!

CPTC Super Bowl Rally
February 2, 2014.

Preseason Game on Thu., Aug 7, @ Denver 6:00 pm

Go Seahawks!